

pRide

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SECA PRESENTS 1993 CAMPAIGN AWARDS

The Department of Employment and Training won the prestigious Hope Award for Best Overall Campaign in the (1993 State Employees Charitable Appeal. At the SECA awards reception in March, 1994, campaign chairman Dr. Americo Petrocelli presented the award to Director Marvin Perry and Assistant Director Robert Palumbo, who ran the 1992 and 1993 campaigns. Dr. Petrocelli noted that the decision was a difficult one; the MHRH campaign, under the leadership of Associate Director Robert Plante, was a very close contender.



Presentation of HOPE Award—(left to right) Robert Plante, Department of Employment and Training Associate Director and 1993 Campaign Coordinator; Marvin Perry, Department of Employment and Training Director; Dr. Americo Petrocelli, Commissioner of Higher Education and 1993 SECA Chairman.

Dr. Petrocelli announced the campaign total: a record \$573,172—15% greater than last year, which was itself a record breaking campaign. He noted that over a two year period, state employees have increased their charitable giving by nearly 30%, and that over 6,200 employees contributed this year.

Winners of "Outstanding Campaign" awards include: Departments of MHRH, Human Services, Health, Labor, Substance Abuse; Governor's Office; and the Atomic Energy Commission. Capitol Television was recognized for its role in producing the campaign video.

"Chairman's Citations" for exceptional personal effort and commitment to the campaign went to: Michele Curreri, URI; Elizabeth Preston, Department of Transportation; Jacqueline Saul, Narragansett Bay Commission; Claudia Haugen, General Treasurer's Office; and Robert O'Brien, Emergency Management Agency. Loaned Executives recognized for their service

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PROJECT UNDER COVER LAUNCHES SECOND ANNUAL DRIVE



The second annual drive for **Project Under Cover** will take place during the month of April. **Project Under Cover** is a public/private effort aimed at addressing the need for underclothes, socks and diapers for children under the age of six, living in poverty. In Rhode Island, there are over 26,000 children under the age of six on public assistance. Social workers indicate that underclothes, socks and diapers are among the most needed items for young children, since these items are not appropriate "hand-me-downs" or yard sale finds.

Project Under Cover will use a series of special events to promote the campaign, and will conduct direct appeals to schools and churches statewide. Some businesses and corporations will be approached for assistance, and **State employees** will again be solicited by department coordinators and volunteers.

A special event will be the annual "Sox for Socks" baseball game played by the **Pawtucket Red Sox** to benefit the project. This year, the Providence **Journal**, television Channel 6, Rhode Island Hospital Trust National Bank, the Rhode Island National Guard, and the **PawSox**, will sponsor the game. Co-chair persons for this year's event are Ms. Pamela Watts of Channel 6, and Mark Patinkin from the Providence **Journal**. Packages of underclothes or diapers will be accepted for admission to the game in lieu of the price of a ticket.

Response to the 1993 drive was encouraging, and the Project is hoping to surpass last year's generosity. During 1993, **Project Under Cover** collected 17,175 pieces or packages of diapers, of which over 2,800 were donated by State employees. Ten thousand dollars in donations was also collected which was used to provide 16,000 additional pieces of needed underclothing, diapers and socks. Thus, over 33,000 pieces were provided through twenty-two distribution agencies statewide.

Be on the lookout for posters or flyers announcing events in your department, and please, think of our kids!



FROM THE OFFICE OF THE GOVERNOR

Executive Orders

No.	Date	Subject
94-1	2-10-94	Establishes the Rhode Island School-to-Work Transition Committee to assure that all students develop competencies and motivation necessary for employment; and that all students become employed and receive ongoing career training.
94-2	2-10-94	Indemnifies and holds harmless various members of the Medical Advisory Board from a variety of legal actions which may be asserted against them relating to their service on the Medical Advisory Board.
94-3	2-16-94	Establishes the East Bay Economic Initiative within the Department of Economic Development with the purpose of undertaking activities to promote job creation and economic development in the boating and marine-related industry in the East Bay region of the state.
94-4	2-17-94	Creates an Office of Managed Care to be responsible for the administration of the RIte Care Program—a statewide managed health care program that will increase access to primary and preventive health care services for approximately 75,000 Rhode Islanders.

For more information or copies of Executive Orders, call the Office of the Executive Counsel, 277-2080, Ext. 258.

CORRECTION

In the article, "1993 SECA Scores 13% Increase" in the February, 1994 issue of *pRIde*, "Narragansett Bay Coalition 27%" should have read, "Narragansett Bay **Commission**, 27%."

Also, the article should have included the Governor's Commission on the Handicapped among the agencies with campaigns with double digit increases.

pRIde

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Director of Administration:
Jerrold L. Lavine

Associate Director, Administration/Human Resources:
Robert Tetreault

Personnel Administrator:
Anthony A. Bucci

Editor:
Donald J. Boisvert



EMPLOYEE BENEFIT ISSUES

by Brian E. Keeler
Chief of Employee Benefits

1994 HEALTH PLANS OPEN ENROLLMENT MAY 30 - JUNE 24, 1994

For this issue and the special June open enrollment issue of *Personnel pRIde*, I thought it might be helpful to review a few of the more important issues associated with open enrollment, using a question and answer format.

WHAT IS OPEN ENROLLMENT?

Open enrollment is a once a year opportunity to change health plans or to change your level of coverage (e.g. from single to family). In order to minimize administrative costs, carriers do not allow such changes between open enrollment periods unless a level of coverage change is requested due to marriage (must notify your personnel office within 60 days), or the birth of a child (must notify your personnel office within 30 days).

WHAT TYPES OF HEALTH PLANS ARE AVAILABLE?

The State of Rhode Island's health insurance program consists of plans which fall into several broad categories:

- **Fee-for-Service Indemnity Plan (Blue Cross Classic)** — permits you and your dependents to receive care from any qualified provider nationwide for treatment covered by the plan. You may be responsible for filing claims, Major Medical in particular, and for finding the providers who best meet your needs.

- **Preferred Provider Organization (PPO) (Healthmate)** — is a so-called managed care plan. As long as you use participating providers and facilities, all necessary authorizations will be obtained for you. You must obtain pre-authorization for some services.

- **Health Maintenance Organizations (HMO's)** — An HMO is an association of hospitals, physicians, and other health professionals who contract or collectively agree to provide all medically necessary covered services to the HMO subscribers. Some HMOs allow the subscriber to see physicians in the community while others have staff physicians (Harvard). HMOs generally refer outside their networks only if they are unable to provide or arrange for needed care within the HMO. If you are considering switching to an HMO, and if you want to continue to use a particular physician, your choice may be limited and you should contact your physician to see to what HMO he or she is affiliated.

WHY ARE THERE MULTIPLE PLANS BEING OFFERED?

The primary reason for alternate health care plans is to help hold down health care costs and to give employees some latitude in selecting their health care benefits. The

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SAFETY COMMITTEES AT WORK FOR YOU

by Sharon Cornu Toney

You've seen the posters hanging at construction sites and loading docks. "Safety is **no accident**," they say, "This site has worked 237 days without injury." You think it doesn't apply to you because you work in a state office.

In fact, what doesn't apply to you is federal occupational safety and health regulations—but workplace safety should concern you. Increasing numbers of office workers and service employees are injured on the job, a trend the Rhode Island Department of Labor is working to turn around.

Key representatives from almost every state department have been working since last fall to develop Safety Committees and prevention programs in offices across the state. Each department director is charged with establishing and maintaining an effective and comprehensive safety and health program. Under the leadership of the Education Unit at the Donley Center, these key reps are working to promote safety for all state employees.

An active safety committee is the best prevention program. The committee can research and acquire necessary safety equipment—which may be back brace belts or video terminal radiation screens—and ensure adequate training and supervision in safety issues. Should an accident occur, the committee can investigate the event and compile an accurate and consistent report. Finally, the committee can prepare a written program which addresses federal health and safety standards.

A training session at the Donley Center last fall drew more than 100 participants from around the state. These participants indicated a need for a list of certified industrial hygienists for those occasions when an outside expert is required, and the committee is compiling such a list.

To learn more about the committee in your department, contact:

Administration
Atomic Energy Commission
Attorney General
Business Regulation
Child Advocate
Children, Youth and Families
Corrections
Developmental Disabilities Council
Economic Development
Elementary & Secondary Education
Elderly Affairs
Elections
Employment and Training
Environmental Management
Ethics Commission
Fire Marshall
Fire Safety Code Appeal Board
Governor's Justice Commission
Health
Higher Education
Human Services
Intergovernmental Relations
Labor

Library Services
Lt. Governor's Office
Mental Health Advocate
Mental Health, Retardation &
Hospitals

Joseph Cardillo
Eugene Spring
Cheryl Garnett
Alfonso Mastrostefano
Ronald Johnson
Angelo Pizzi
Kent Grisson
Denise J. Holmes
Andrea L. Adamo
Matt Santos
Anthony Zompa
Mrs. Francis Keating
Peter D'Orsi
Melanie Mouradjian
Jean Angillio
Gerald Leddy
Cynthia Dehler
Lori Ann Agag
Marie Stoeckel
Francis L. McGovern III
Paul Morrissey
Richard Marchand, Jr.
Raymond DeStefanis
Jean Severance
Barbara Weaver
Stephen B. Boyce
H. Reed Cosper

Kathryn Sherman

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MHRH SUBMITS FIRST OPERATIONAL PLAN



Last fall, A. Kathryn Power, Director of the Rhode Island Department of Mental Health, Retardation and Hospitals (MHRH), delivered to Governor Sundlun the department's first Operational Plan.

MHRH's **Operational Plan 1993-1996**, is the product of an internal effort to review and renew the direction of the department by analyzing operations, establishing specific, performance-based goals and objectives, and developing and adopting standards of measurement with which to enable it to report on its delivery of services.

The MHRH Operational Plan contains a new mission statement which incorporates the guiding principles and values upon which MHRH services are planned, organized and delivered. The mission statement was developed by one of the eight work groups organized by Director Power to prepare various segments of the Plan. Consisting of over one hundred and fifty participants, the work groups included employees from all areas of MHRH, state employees from other departments, members from advocacy groups and community organizations, clients, parents of clients, and consumers.

The department looks upon service delivery as an individualized managed care system, whose primary goal is to enhance the capacity of people with mental, physical, or developmental disabilities to live autonomous, integrated, safe and healthy lives in community settings, or when necessary, in the least restrictive alternative setting.

The new Operational Plan allows MHRH to be adaptive and reflects new economic realities, and the changing social environment, and enables it to anticipate and to successfully respond to new service needs.

While the Plan is intended to position MHRH for the future, it also reflects department growth and evolution. The department's role has changed, its services have changed, and society's values and expectations have been redefined. The Plan is the department's declaration that MHRH is determined to be clinically and fiscally responsible and accountable for the health and mental health improvement of the citizens it is mandated to serve.

A second phase of the Operational Plan was initiated with the announcement in February, 1994, of the establishment of the Eleanor Slater Unified Hospital System. All three hospitals operated by MHRH — The Eleanor Slater Hospital (formerly the General Hospital), the former Institute of Mental Health, and the Zambarano Memorial Hospital in Pascoag — have been unified into a single hospital system. All three hospitals have recently received outstanding ratings from the accreditation process conducted by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO).

Hospital unification was motivated by a desire to improve clinical care, maximize reimbursements, and provide a fully integrated managed care system for the State. The Unified Hospital System will better position MHRH in the changing health care environment, and is not unlike the recent mergers announced by several private hospitals in Rhode Island.

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OTD—A Special List

CONFERENCE:

A Special Day of Professional Recognition for Secretarial and Support Staff FEE \$40

Talent and skill doesn't just happen . . . you work hard to enhance your knowledge and skills. This conference will sharpen—even more—those organizational, communications and interpersonal skills so necessary for today's frontline impression makers! Workshop topics include:

- A Personal Strengths Audit
- Communicating for Success
- Everyday Memory Skills
- Styles of Conflict Resolution
- Managing Your Job . . . and Your Boss
- Developing Your Professional Image
- Making Work Teams Work for You
- Work Smarter Not Longer and Harder

Join Lt. Governor Robert Weygand, Keynote speaker:

"ETHICS IN THE WORKPLACE"

Monday, April 25, 1994

Call 277-2178 for a special brochure.

BASIC SPANISH FEE \$75

Not being able to communicate with another person because of a language barrier can be very frustrating, especially when it is your responsibility to serve the public. In this 18-hour course, you will learn basic Spanish, including many key phrases to assist you on the job. 6 Tues. begin. Apr. 19 1 p.m.-4 p.m.; 1/2 credit Instructor: Rocio Borrero

INTRODUCTION TO THE DISK OPERATING SYSTEM (DOS) FEE \$20

This course will serve as an introduction to the Disk Operating System. Topics include basic DOS commands, making and removing sub-directories, copying files, and formatting disks. Participants will have their own computer. Course 3: Fri. Apr. 22; 9 a.m. - 12 noon. Course 4: Tues. May 24; 1 p.m. - 4 p.m. Course 5: Tues. June 21; 9 a.m. - 12 noon. Instructor: Michael Hughes, M.A.

SECA AWARDS

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include: Manny Thetonia, DET; Pat Chamard-Chick, PET; Thomas Dorazio, Supreme Court; Andrew Digiulio, DOC; John Garrick, DEM, and Brenda DiPaolo, DOH.

Dr. Petrocelli introduced Ms. A. Kathryn Power, Director of MHRH, chair of the 1994 campaign. To set the tone of this year's appeal, Ms. Power read from a poem "To Walk in the Other Fellow's Shoes" composed by a patient at the General Hospital:

"Welcome to my world! Come, walk along
In this body delinquent But Spirit strong
Enjoying Life The way I can
In the hopes and dreams Of my fellow man..."

Ms. Power concluded by noting that the Appeal is all about fostering the hopes and dreams of our fellow man; that is the vision we must keep in mind as we embark upon the 1994 campaign.

HEALTH PLANS

(continued from page 2)

State believes that controlled competition is a necessary ingredient for a sound health care delivery system. Our goal is to encourage health plan providers to offer comprehensive care at a realistic cost. The recent bid (RFP) procedure was also an important motivator in this process.

ARE THERE REALLY DIFFERENCES BETWEEN HEALTH PLANS?

While there is standardization in some area, such as the definition of eligible dependents and the determination of when coverage is effective, there are distinct differences in benefits and payment levels. For instance, psychiatric benefits in one plan may be much more liberal than in another, and the type of health maintenance organization that is delivering the medical care may vary. Some plans require members to file claims or obtain pre-authorizations for service, while others do not. When considering an alternate health benefit plan, do not hesitate to ask questions about the program, especially if you have unique requirements or know you will be requiring medical care in the near future.

WHEN WILL I RECEIVE COMPLETE OPEN ENROLLMENT INFORMATION BROCHURES?

Each employee will receive an open enrollment package mailed to his or her home address in the month of May. To assure that you receive one, make certain that your agency personnel office has your current address.

SAFETY COMMITTEES

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National Guard
Public Television
Public Utilities Commission
Secretary of State
State Police
Steadman Center
Substance Abuse
Supreme Court
Transportation
Treasury

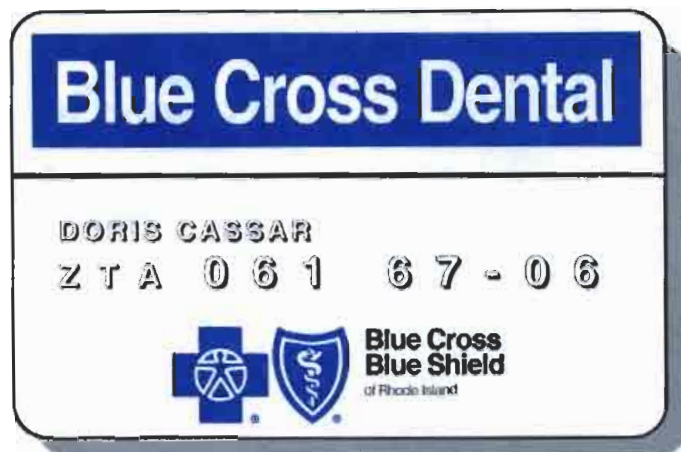
Capt. Denise Thomas
Dexter B. Merry
John Milano
Julie Grace
Barbara Gwaltney
William J. Hawkins III
Gail Lamphere
Frank Sylvia
John Marchwicki
Marlene Bousquet
Salvatore Lombardi

The newsletter, **The Rhode to Safety**, is available from Arlene Pillozzi, Education Unit, Donley Center, 249 Blackstone Boulevard, Providence, RI 02906.

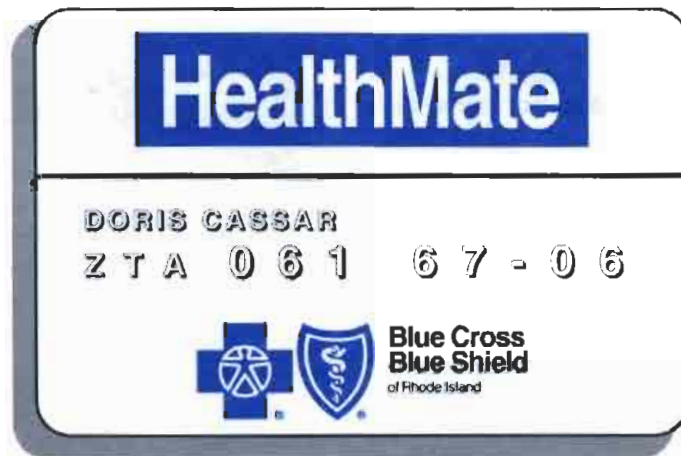
MHRH

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The Operational Plan reflects the philosophy that MHRH is a service delivery system that is organized, integrated and cross-functional. The department's realignment mirrors the philosophy that is reflected in its new "tag line": "MHRH-Translating Respect and Compassion into Responsible Action!"



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Your lips.
None of them covers
your teeth more
completely than
Blue Cross Dental.**



**No claim forms.
No paperwork.
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your health.**

No other plan makes it easier to visit your doctor.